



Semi-Annual Report on Female and Minority Employment

January 1, 2007– June 30, 2007

**Personnel Cabinet
September 2007**



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GOVERNOR

COMMONWEALTH OF KENTUCKY
PERSONNEL CABINET
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BRIAN J. CRALL
SECRETARY

November 7, 2007

The Honorable Ernie Fletcher
Governor, Commonwealth of Kentucky
The Capitol Building
Frankfort, Kentucky 40601

Dear Governor Fletcher:

In accordance with KRS 18A.138, I am submitting to you the enclosed report on the status of affirmative action in Kentucky State Government for the six month period of January 1, 2007 through June 30, 2007. This report reflects the Executive Branch minority and female employment utilization statewide and by individual cabinet and/or agencies including the Legislative Branch.

On July 1, 2004, you raised the long-term hiring goal for minorities from 7.51% to 10%. The long-term hiring goal for females was maintained at 52.42%. Through these goals your Administration continues its focus on increasing representation in employment by race, ethnicity and gender.

The data for this reporting period reflects mixed results toward these goals. The total number of state employees as of June 30, 2007, was 33,718. The statewide percentage attained as of June 30, 2007, was 9.08 for minorities and 49.60 for females. There was a slight increase in the minority representation of 0.24 percent and an increase of 0.04 percent in females.

The Personnel Cabinet and the Cabinet for Health and Family Services have exceeded the overall goals for both minority and female employment. The Education Cabinet, Economic Development Cabinet, Legislative Branch, and General Government Cabinet have exceeded the overall goals for female employment.

The Personnel Cabinet, through its Office of Human Resource Planning and Diversity Initiatives, is committed to assisting all agencies to achieve their goal of creating and maintaining a diverse workforce. However, it can only do so to the extent allowed by current statutory restrictions on hiring based on national origin (race) and gender.

Sincerely,

A handwritten signature in blue ink, reading "Brian J. Crall".

Brian J. Crall, Secretary

Enclosure: Semi-Annual Report 1/1/07-6/30/07

Executive Summary

Equal Employment Opportunity (EEO) is about equity and fairness in employment for all, but with particular attention to groups that face employment disadvantages. The policy and practice of EEO are important components of Governor Fletcher's commitment to building a diverse, capable work force that reflects the commonwealth it serves.

The Office of Human Resource Planning and Diversity Initiatives, located within the Personnel Cabinet, is committed to assisting agencies in the many efforts needed to create and maintain a diverse work force. This office continues to identify and develop avenues to assist state agencies in the recruitment and retention of minorities and women. While minority hiring remains steady, the challenge of improving the representation of women and minorities in the workforce remains.

The Office of Human Resources Planning and Diversity Initiatives has the responsibility for oversight of all EEO related functions. These responsibilities were held by the state EEO coordinator. The state EEO coordinator reported directly to the secretary of the Personnel Cabinet and was responsible for ensuring compliance with KRS 18A.138. As of August 2005, a staff of seven handles the dynamic needs of workforce planning for the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training, and cultural competency as related to workforce diversity.

The office consists of two divisions: the Division of Diversity Relations and the Division of EEO. The Division of EEO is primarily responsible for assisting in the development and implementation of the state's Affirmative Action Plan, promulgating rules and regulations, providing consultation and technical assistance to agencies for the development and renewal of their affirmative action plans, investigating any complaints concerning unfair treatment, and conducting consultation and training in the areas of EEO/affirmative action, recruitment, retention, diversity inclusion training and cultural competency.

The Division of Diversity Relations is responsible for developing a systematic process for identifying the work force competencies required to meet the commonwealth's strategic goals and for developing the strategies to meet these requirements. Additionally, this division will be responsible for developing and implementing recommendations for policy and program review, providing information for diversity initiatives and developing and implementing public awareness programs for fostering diversity in state government and the public.

The Office of Human Resource Planning and Diversity Initiatives organizational structure takes into consideration the need for a more aggressive approach to minority hiring and retention, and it works to ensure that state agencies have the information and tools necessary to identify and address the gaps between the work force of today and the human capital needs of tomorrow. The intent is not to create an office that

duplicates existing offices and functions. Instead, it is designed to strategically focus and unify existing resources to achieve Governor Fletcher's commitment to diversity and his goal of creating opportunities for Kentuckians.

Semi-Annual Report

In an ongoing effort to improve the way we provide information to agencies and the public, the "Semi-Annual Report on Female and Minority Employment" will continue to evolve as more data is gathered and analysis is conducted. New reporting features will include additional analyses, reporting methodologies and summaries of the data provided. This report is intended to assist each cabinet and agency in tracking progress in terms of meeting the long-term goals for female and minority employment.

Effective July 1, 2004, the hiring goal for minority employment was increased from 7.51 percent to 10 percent. The female hiring goal remained at 52.42 percent.

The data contained in this report reflects employment statistics from January 1, 2007, through June 30, 2007. The data reflects minority and female employment utilization for the Executive and Legislative Branch.¹ The data in this report does not reflect cabinets' ability to achieve goals based on availability. Availability has not yet been established and will be reflected in future utilization and Affirmative Action reports.

Methodology

All data reflected in this report is from January 1, 2007, through June 30, 2007. The data reported was retrieved from Customer Information Control System (CICS), the Commonwealth's payroll system. These statistics are based on voluntary information provided by the employee on their initial application. The statistics reflect utilization by gender and ethnicity for employees statewide.

¹ Includes the various boards of the Commonwealth, the Office of the Attorney General, the Office of the Auditor of Public Accounts, the Governor's Office, the Office of the Lieutenant Governor, Commerce Cabinet, Cabinet for Economic Development, Education Cabinet, Environmental and Public Protection Cabinet, Finance and Administration Cabinet, Cabinet for Health and Family Services, Justice and Public Safety Cabinet, Personnel Cabinet, the Secretary of State's Office, Transportation Cabinet, the Office of the State Treasurer and the Legislative Branch, which includes the Legislative Research Commission and the General Assembly.

Methodology Cont.

For the purpose of this report, the data is used as a general standard of comparison between the governor's minority and female hiring goals and the current minority and female work force percentages. Due to number rounding and other adjustments in CICS, percentages may not always equal 100 percent. The statistical data provided in previous reports for this period may not be identical to the numbers reflected in this report. This is the result of cabinet-wide reorganization and adjustments in the reporting fields. The total number of state employees is comprised of all full-time and interim executive branch employees that are both merit and non-merit.

Structure of Report

The current work force profile of the Executive Branch employees is conveyed through the use of statistical data. These profiles are reflected in the use of tables to highlight the utilization and employment goals.

The Minority Utilization Table and Female Utilization Table are broken down by the EEO job categories and the number of minority and female employees in those groups. Additionally, the tables compare the minority and female hiring goals with the current minority and female percentages. The tables also provide the number of employees needed to meet the minority and female hiring goals.

The yellow highlighted fields indicate the EEO job categories in which the cabinet or agency has met the Governor's utilization goal. Descriptions of the EEO job categories can be found in Appendix A. Appendices have been added to provide further statistical data.

Commonwealth of Kentucky Work Force Analysis

Statewide Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased to 9.08 from 8.84 percent.² The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization statewide increased by 0.24 percent, a steady progression toward the long-term goal for minority utilization.³

Employment goals were met in the following EEO categories: para professionals and service maintenance. The areas for opportunity include the following categories: administrators, professionals, technicians, protective services workers, office and clerical workers, and craftsmen.

Statewide Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period increased from 49.56 to 49.60 percent.⁴ The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization statewide increased by 0.04 percent.⁴

Employment goals were met in the following EEO categories: professionals, para professionals, office and clerical workers. Although there was a slight decrease in the EEO category of para professionals, this category continues to exceed the established goals. In the EEO categories of office & administration, professional, technicians, protective service workers, and craftsmen, there was a slight increase in female utilization. The areas for opportunity include the following categories: administrators, technicians, protective services workers, service maintenance, and craftsmen.

Statewide Minority and Female Utilization

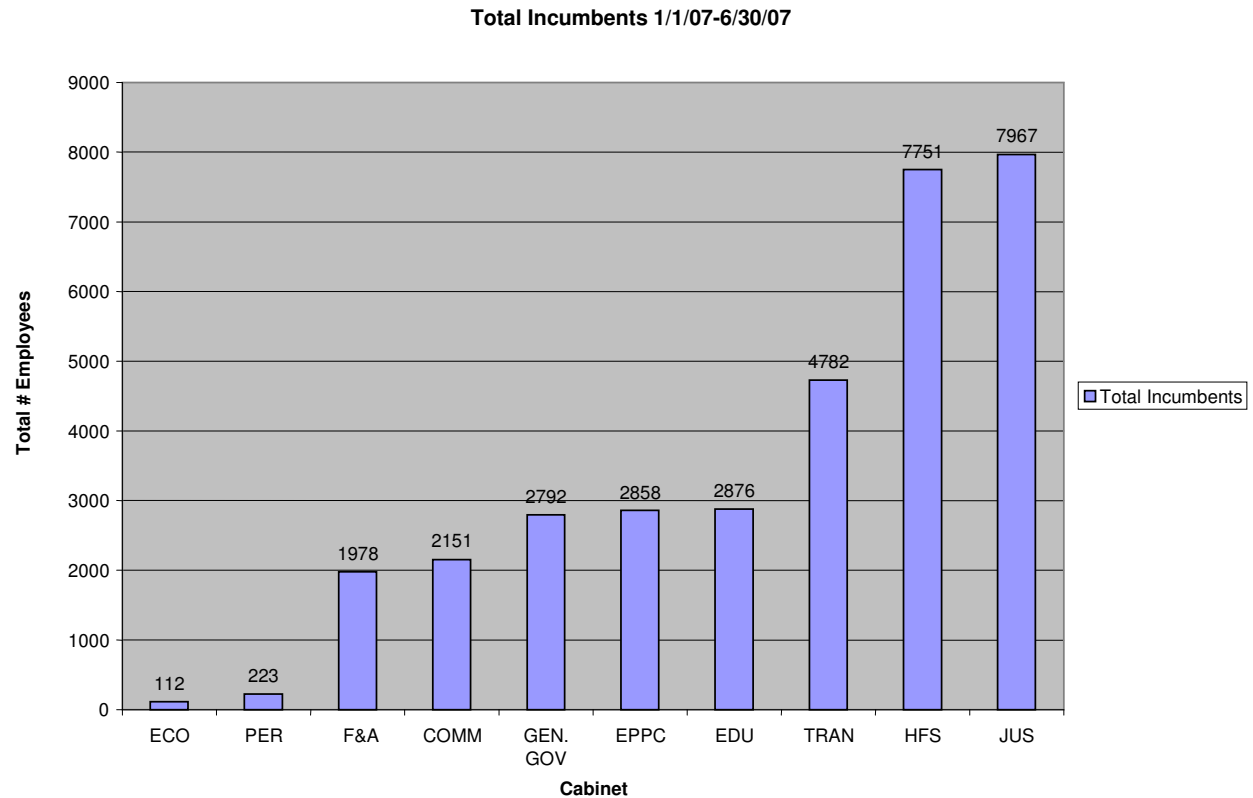
The total incumbency by cabinet is represented in Figure 1. While Figure 2-3 represents cabinets standing in achieving the established goals for minority and female representation respectively. Figures 4-5 identify the percentage of incumbents needed to meet the established goals for minority and female employment by cabinet and general government in all EEO categories, within all agencies or departments within each cabinet. Figure 6 identifies a combined comparison of the number of minorities and females needed by cabinets and general government to meet the established goals of 10 percent.

² The Commonwealth of Kentucky work force increased to 33,718 from 33,473.

³ Minority hires increased slightly from 2,958 to 3,047. Changes in percentages are attributed to new hires, attrition, and upward mobility in employment status.

⁴ Female hires increased from 16,590 to 16,724

Figure 1: Total Incumbents Statewide by Cabinet



CABINETS

TRAN- Transportation

JUS- Justice

COMM- Commerce

EPPC- Environmental Public Protection

F&A- Finance & Administration

ECO- Economic Development

GEN. GOV. – General Government

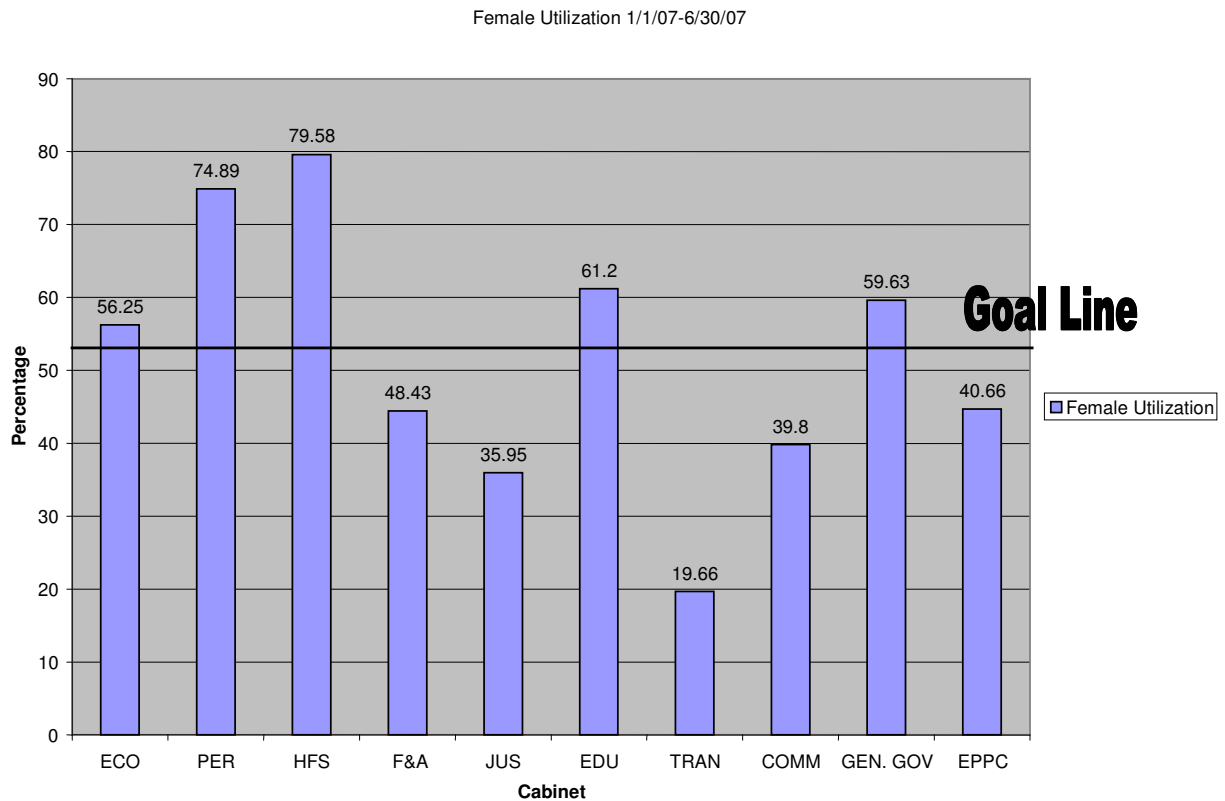
EDU- Education

HFS- Health and Family Services

PER- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 2: Female Utilization by Cabinet

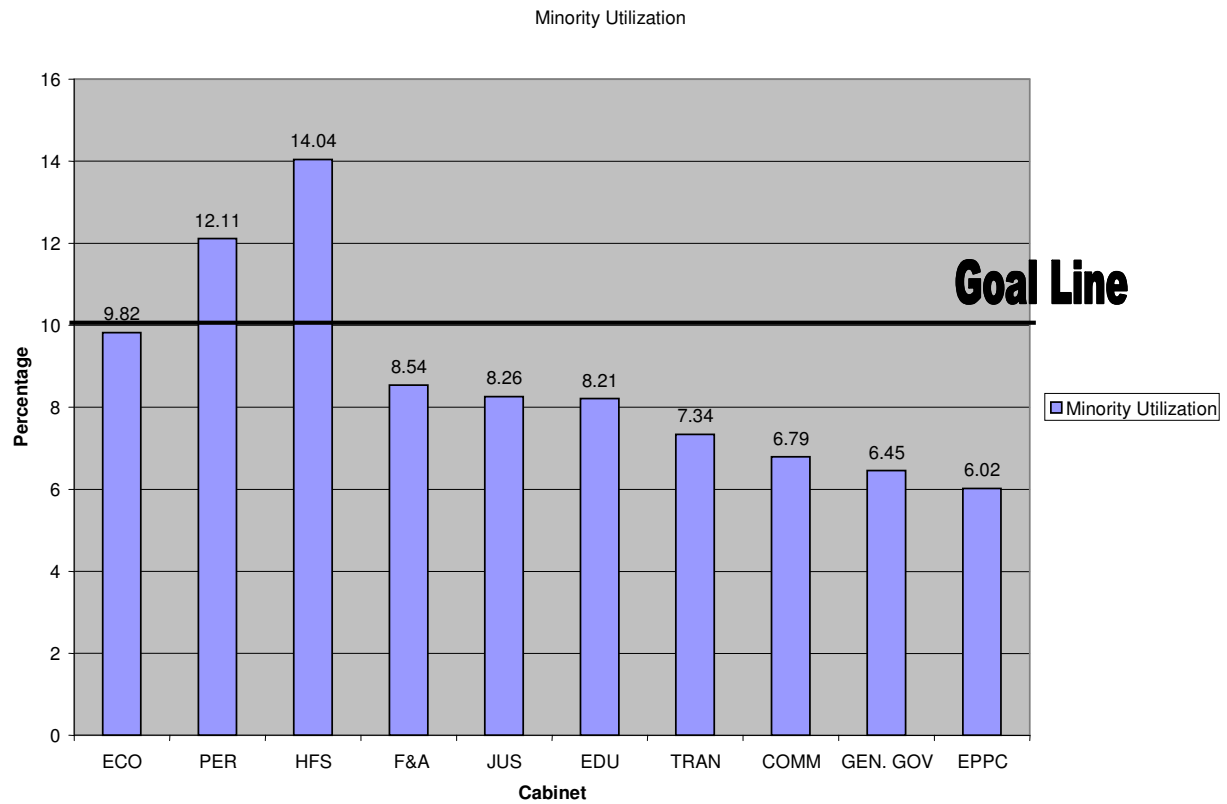


CABINETS

TRAN- Transportation
 JUS- Justice
 COMM- Commerce
 EPPC- Environmental Public Protection
 F&A- Finance & Administration
 ECO- Economic Development
 GEN. GOV. – General Government
 EDU- Education
 HFS- Health and Family Services
 PER- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established

Figure 3: Minority Utilization by Cabinet



CABINETS

TRAN- Transportation

JUS- Justice

COMM- Commerce

EPPC- Environmental Public Protection

F&A- Finance & Administration

ECO- Economic Development

GEN. GOV. – General Government

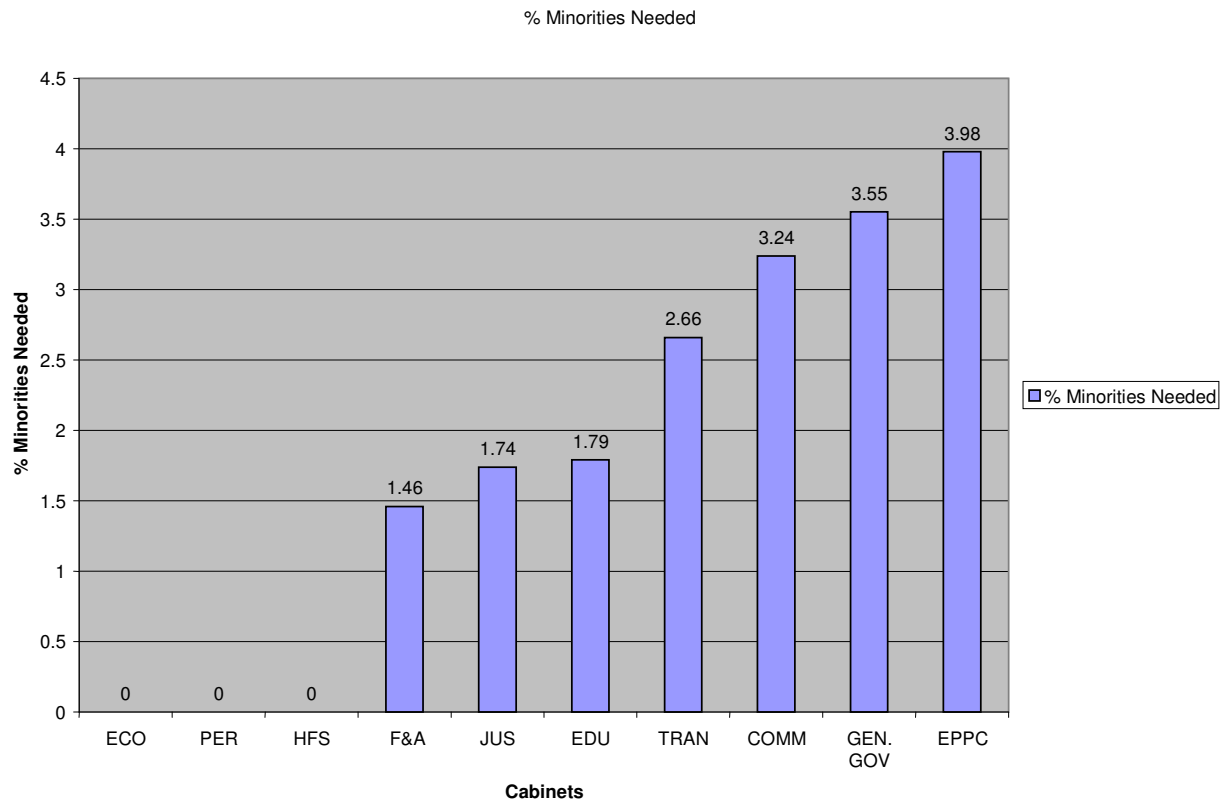
EDU- Education

HFS- Health and Family Services

PER- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established

Figure 4: Percentage of Minorities Needed by Cabinet



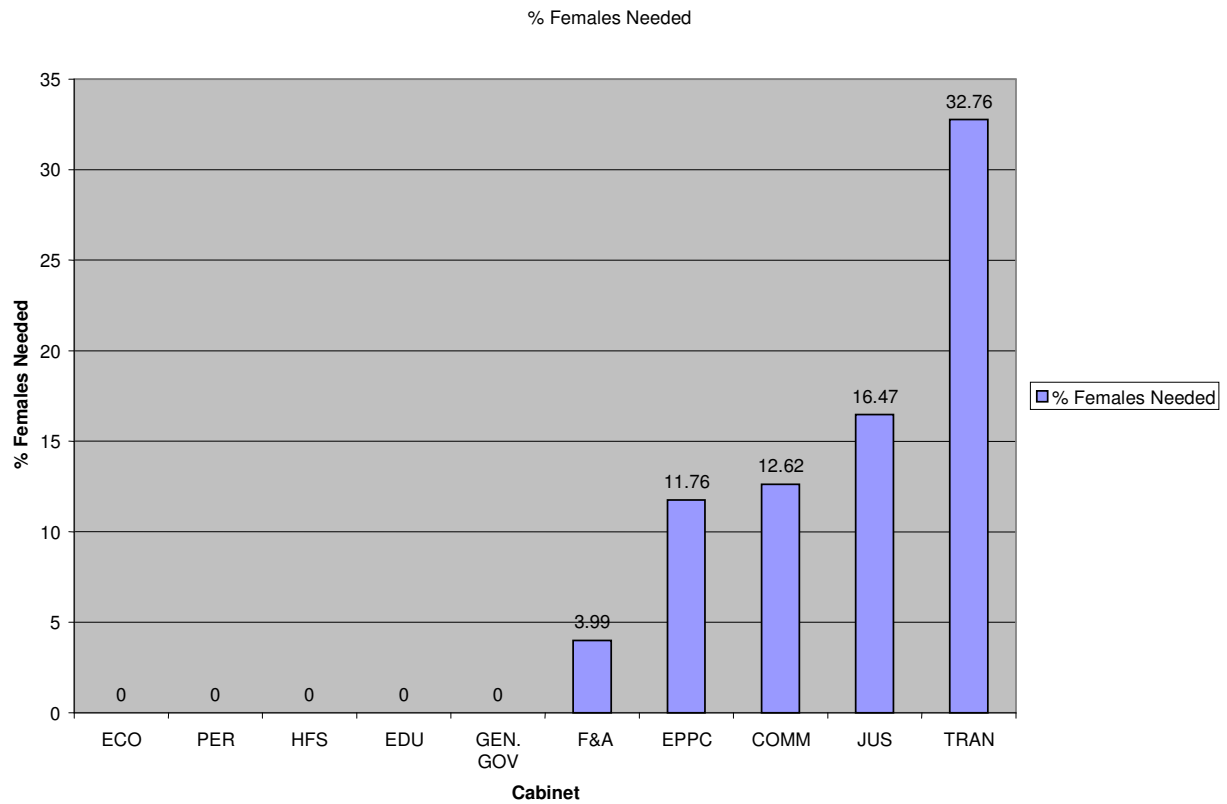
CABINETS

TRAN- Transportation
 JUS- Justice
 COMM- Commerce
 EPPC- Environmental Public Protection
 F&A- Finance & Administration
 ECO- Economic Development
 GEN. GOV. – General Government
 EDU- Education
 HFS- Health and Family Services
 PER- Personnel

* Values do not reflect workforce availability, which at time of reporting has not been established.

- Values represent all EEO employment categories. Although HFS, ECO, and PER cabinets have **successfully** reached the overall established goal of 10% minority & 52.42% female. Not all EEO categories within these cabinets have reached the overall goal.

Figure 5: Percentage of Females Needed by Cabinet

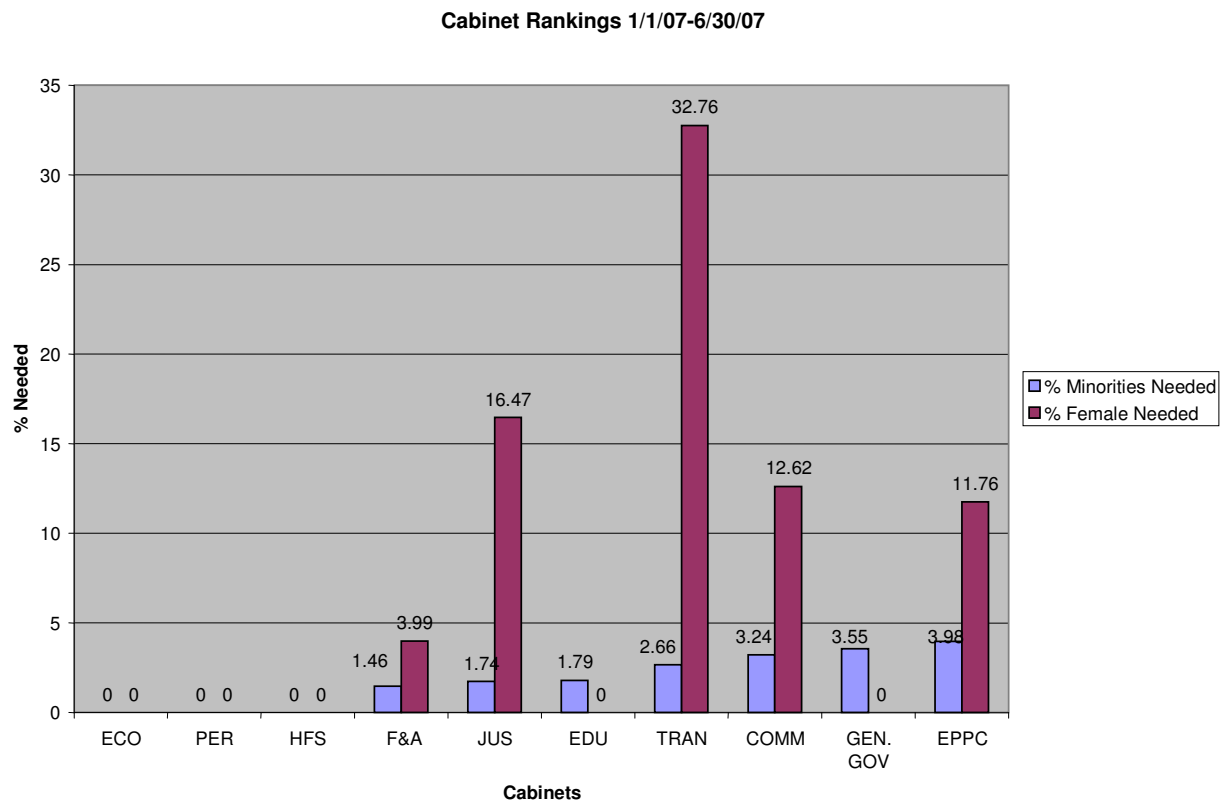


CABINETS

TRAN- Transportation
 JUS- Justice
 COMM- Commerce
 EPPC- Environmental Public Protection
 FIN- Finance & Administration
 ECO- Economic Development
 GEN. GOV. – General Government
 EDU- Education
 HFS- Health and Family Services
 PER- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

Figure 6: Combined Comparison Percentage of Minorities and Females



CABINETS

TRAN- Transportation
 JUS- Justice
 COMM- Commerce
 EPPC- Environmental Public Protection
 F&A- Finance & Administration
 ECO- Economic Development
 GEN. GOV. – General Government
 EDU- Education
 HFS- Health and Family Services
 PER- Personnel

- Values do not reflect workforce availability, which at time of reporting has not been established.

EEO CATAGORIES

Statewide Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3,140	218	6.94	YES	10.00%	1,310	41.72	YES	52.42%	96.0	336.0
EEO GRP 2: PROFESSIONAL	16,562	1501	9.06	YES	10.00%	9,613	58.04	NO	52.42%	155.2	0
EEO GRP 3: TECHNICIANS	1,862	128	6.87	YES	10.00%	700	37.59	YES	52.42%	58.2	276.1
EEO GRP 4: PROTECT SERV WRKR	3,335	273	8.19	YES	10.00%	557	16.70	YES	52.42%	60.5	1,191.2
EEO GRP 5: PARA PROFESSIONAL	2,333	361	15.47	NO	10.00%	1,824	78.18	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	2,252	163	7.24	YES	10.00%	1,870	83.04	NO	52.42%	62.2	0
EEO GRP 7: CRAFTSMEN	2,475	154	6.22	YES	10.00%	157	6.34	YES	52.42%	93.5	1,140.4
EEO GRP 8: SERVICE MAINTENANCE	1,755	249	14.19	NO	10.00%	690	39.32	YES	52.42%	0	230.0
EEO GRP 9: OTHER	4	0	0	NO	0	3	75.00	NO	0	0	0
TOTAL	33,718	3,047	9.08			16,724	49.60				

Itemized Utilization Analysis and Tables

General Government Utilization Analysis

Minority and Female Utilization Data

The data contained in Figures 7 A-F reflect employment statistics from January 1, 2007 to June 30, 2007. For general government the data represents each department/boards' minority and female utilization which meets or exceeds the established goal as of June 30, 2007. Minority and female goals were reestablished on July 1, 2004 at 10 percent and 52.42 percent respectively. Each department/board that has achieved these goals is identified by EEO categories as having met or exceeded the established goals.

Figure 7-A

General Government Utilization Analysis¹

Departments/Boards Satisfying Established Goals As Of January 1, 2007

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">1 Officials & Administrators</p>	<ul style="list-style-type: none"> - Board of Nursing - Governor's Office of Minority Empowerment - Human Rights Commission - Office of the Governor - State Treasurer 	<ul style="list-style-type: none"> - Auditor of Public Accounts - Board of Barbering - Board of Elections - Board of Hairdressers And Cosmetologists - Board of Optometric Examiners - Board of Physical Therapist - Board of Respiratory Care Practioners - Commission on Women - Executive Branch Ethnic Commission - Governor's Office of Minority Empowerment - Office of Homeland Security - Real Estate Commission - Registry of Election Finance - Secretary of State - State Treasurer

¹ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-B

General Government Utilization Analysis²

Departments/Boards Satisfying Established Goals As Of January 1, 2007

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">2 Professionals</p>	<ul style="list-style-type: none"> - Board of Embalmers & Funeral Home Directors - Board of Nursing - Commission on Women - Department of Agriculture - Human Rights Commission - KY Infrastructure Authority - Real Estate Commission - Secretary of State 	<ul style="list-style-type: none"> - Auditor of Public Accounts - Board of Accountancy - Board of Auctioneers - Board of Barbering - Board of Elections - Board of Embalmers & Funeral Home Directors - Board of Hairdressers & Cosmetologists - Board of Medical Licensure - Board of Nursing - Board of Physical Therapist - Commission on Women - Department of Military Affairs - Department of Veterans Affairs - Governor's Office for Local Development - Human Rights Commission - Military Affairs Commission - Office of the Governor - Personnel Board - Real Estate Commission - Registry of Election Finance - School Facilities Construction Commission - Secretary of State - State Treasurer

² Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-C

General Government Utilization Analysis³

Departments/Boards Satisfying Established Goals As Of January 1, 2007

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
3 Technicians	<ul style="list-style-type: none"> - Board of Nursing - Real Estate Commission 	<ul style="list-style-type: none"> - Board of Hairdressers & Cosmetologists - Board of Medical License - Department of Veterans Affairs - Governor's Office for Local Development - Office of the Governor - Office of Homeland Security - Office of State Budget Directors - Real Estate Commission - Registry of Election Finance - Secretary of State
4 Protective Service Workers	<ul style="list-style-type: none"> - Department of Veterans Affairs 	
5 Para Professionals	<ul style="list-style-type: none"> - Department of Agriculture - Department of Veterans Affairs 	<ul style="list-style-type: none"> - Attorney General - Board of Medicine Licensure - Department of Agriculture - Department of Veteran Affairs

³ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-D

General Government Utilization Analysis⁴

Departments/Boards Satisfying Established Goals As Of January 1, 2007

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p style="text-align: center;">6 Office & Clerical Workers</p>	<ul style="list-style-type: none"> - Board of Dentistry - Department of Agriculture - Governor's Office of Minority Empowerment - Secretary of State 	<ul style="list-style-type: none"> - Agricultural Development Board - Attorney General - Auditor of Public Accounts - Board of Accountancy - Board of Auctioneers - Board of Barbering - Board of Chiropractic Examiners - Department of Agriculture - Department of Military Affairs - Department of Veterans Affairs - Governor's Office for Local Development - Military Affairs Commission - Office of the Governor - Office of Homeland Security - Real Estate Commission - Registry of Election Finance - Secretary of State - State Treasurer - United and Prosecutorial System

⁴ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-E

General Government Utilization Analysis⁵

**Departments/Boards Satisfying Established Goals As Of
January 1, 2007**

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
<p>6 Office & Clerical Workers (Continued)</p>		<ul style="list-style-type: none"> - Board of Embalmers and Funeral Home Directors - Board of Examiners and Registration of Architects - Board of Hairdressers & Cosmetologists - Board of Medical Licensure - Board of Nursing - Board of Pharmacy - Executive Branch Ethics Commission - Human Rights Commission - Office of State Budget Director

⁵ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Figure 7-F

General Government Utilization Analysis⁶

Departments/Boards Satisfying Established Goals As Of January 1, 2007

EEO Categories	Minority Representation 10 percent or higher	Female Representation 52.42 percent or higher
7 Craftsmen	- Department of Veteran Affairs	<ul style="list-style-type: none"> - Attorney General - Board of Embalmers and Funeral Home Directors - Board of Examiners and Registration of Architects - Board of Medical Licensure - Board of Nursing - Board of Registration for Professional Engineers & Land Surveyors - Governor's Office for Local Development - Office of Homeland Security - Secretary of State - State Treasurer - Real Estate Appraising Board - Real Estate Commission
8 Service Maintenance	<ul style="list-style-type: none"> - Department of Agriculture - Department of Military Affairs 	- Department of Veterans Affairs

⁶ Not all agencies within General Government contain employees in all categories and therefore, may not be representative of all agencies.

Agricultural Development Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	0	0	YES	52.42%	0.2	1.0
EEO GRP 2: PROFESSIONAL	13	0	0	YES	10.00%	6	46.15	YES	52.42%	1.3	0.8
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	16	0	0			7	43.75				

Auditor of Public Accounts

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	19	0	0	YES	10.00%	10	52.63	NO	52.42%	1.9	0
EEO GRP 2: PROFESSIONAL	109	8	7.34	YES	10.00%	67	61.47	NO	52.42%	2.9	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	4	0	0	YES	10.00%	4	100.00	NO	52.42%	0.4	0
TOTAL	133	8	6.02		81	81	60.90				

Board of Accountancy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

Board of Auctioneers

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

Board of Barbering

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			3	100.00				

Board of Chiropractic Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	3	0	0			2	66.67				

Board of Dentistry

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	1	1	100.00	NO	10.00%	0	0	YES	52.42%	0	0.5
TOTAL	3	1	33.33			1	33.33				

Board of Elections

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	3	0	0	YES	10.00%	2	66.67	NO	52.42%	0.3	0
EEO GRP 2: PROFESSIONAL	13	0	0	YES	10.00%	7	53.85	NO	52.42%	1.3	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
TOTAL	17	0	0			9	52.94				

Board of Embalmers & Funeral Home Directors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 2: PROFESSIONALS	2	1	50.00	NO	10.00%	2	100.00	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	5	1	20.00			4	80.00				

Board of Examiners & Registration of Architects

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	1	100.00	NO	10.00%	1	100.00	NO	52.42%	0	0
TOTAL	4	1	25.00			3	75.00				

Board of Hairdressers & Cosmetologist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	3	0	0	YES	10.00%	3	100.00	NO	52.42%	0.3	0
EEO GRP 3: TECHNICIANS	8	0	0	YES	10.00%	8	100.00	NO	52.42%	0.8	0
EEO GRP 6: OFFICE & CLERICAL	3	0	0	YES	10.00%	3	100.00	NO	52.42%	0.3	0
TOTAL	15	0	0			15	100.00				

Board of Medical Licensure

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	12	0	0	YES	10.00%	8	66.67	NO	52.42%	1.2	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 5: PARA PROFESSIONALS	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	20	0	0			15	75.00				

Board of Nursing

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	1	16.67	NO	10.00%	3	50.00	YES	52.42%	0	0.1
EEO GRP 2: PROFESSIONAL	36	8	22.22	NO	10.00%	35	97.22	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	1	100.00	NO	10.00%	0	00.00	YES	52.42%	0	0.5
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	46	10	21.74			41	89.13				

Board of Optometric Examiners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	1	0	0			1	100.00				

Board of Pharmacy

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 3: TECHNICIANS	3	0	0	YES	10.00%	1	33.33	YES	52.42%	0.3	0.6
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	7	0	0			3	42.86				

Board of Physical Therapist

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	2	0	0			2	100.00				

Board of Registration for Professional Engineers & Land Surveyors

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	9	0	0	YES	10.00%	4	44.44	YES	52.42%	0.9	0.7
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	11	0	0			5	45.45				

Board for Respiratory Care Practitioners

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
TOTAL	2	0	0			1	50.00				

Commission on Women

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	2	0	50.00	NO	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	3	0	33.33			3	100.00				

Department of Agriculture

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	79	2	2.53	YES	10.00%	19	24.05	YES	52.42%	5.9	22.4
EEO GRP 2: PROFESSIONAL	76	9	11.84	NO	10.00%	39	51.32	YES	52.42%	0	0.8
EEO GRP 3: TECHNICIANS	113	2	1.77	YES	10.00%	20	17.70	YES	52.42%	9.3	39.2
EEO GRP 5: PARA PROFESSIONAL	3	1	33.33	NO	10.00%	3	100.00	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	12	2	16.67	NO	10.00%	12	100.00	NO	52.42%	0	0
EEO GRP 8: SERVICE MAINTENANCE	4	3	75.00	NO	10.00%	0	0	YES	52.42%	0	2.1
TOTAL	287	19	6.62			93	32.40				

Department of Military Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	53	1	1.89	YES	10.00%	8	15.09	YES	52.42%	4.3	19.8
EEO GRP 2: PROFESSIONAL	83	3	3.61	YES	10.00%	52	62.65	NO	52.42%	5.3	0.0
EEO GRP 3: TECHNICIANS	14	1	7.14	YES	10.00%	2	14.29	YES	52.42%	0.4	5.3
EEO GRP 4: PROTECT SERV WRKR	26	1	3.85	YES	10.00%	1	3.85	YES	52.42%	1.6	12.6
EEO GRP 6: OFFICE & CLERICAL	5	0	0	YES	10.00%	3	60.00	NO	52.42%	0.5	0
EEO GRP 7: CRAFTSMEN	33	1	3.03	YES	10.00%	0	0.00	YES	52.42%	2.3	17.3
EEO GRP 8: SERVICE MAINTENANCE	42	5	11.90	NO	10.00%	7	16.67	YES	52.42%	0	15.0
TOTAL	256	12	4.69			73	29.52				

Department of Veterans Affairs

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	34	1	2.94	YES	10.00%	16	47.06	YES	52.42%	2.4	1.8
EEO GRP 2: PROFESSIONAL	146	5	3.42	YES	10.00%	123	84.25	NO	52.42%	9.6	0
EEO GRP 3: TECHNICIANS	71	0	0.00	YES	10.00%	67	94.37	NO	52.42%	7.1	0
EEO GRP 4: PROTECT SERV WRKR	18	2	11.11	NO	10.00%	1	5.56	YES	52.42%	0.0	8.4
EEO GRP 5: PARA PROFESSIONAL	302	35	11.59	NO	10.00%	274	90.73	NO	52.42%	0.0	0
EEO GRP 6: OFFICE & CLERICAL	22	0	0.00	YES	10.00%	20	90.91	NO	52.42%	2.2	0
EEO GRP 7: CRAFTSMEN	16	2	12.50	NO	10.00%	3	18.75	YES	52.42%	0	5.4
EEO GRP 8: SERVICE MAINTENANCE	160	8	5.00	YES	10.00%	121	75.63	NO	52.42%	8.0	0
TOTAL	769	53	6.89			625	81.63				

Executive Branch Ethics Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	4	0	0			3	75.00				

Human Rights Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	4	66.67	NO	10.00%	3	50.00	YES	52.42%	0	0.1
EEO GRP 2: PROFESSIONAL	26	14	53.85	NO	10.00%	18	66.67	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	3	0	0	YES	10.00%	3	100.00	NO	52.42%	0.3	0
TOTAL	35	18	51.43			24	68.57				

Governor's Office for Local Development

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	18	1	5.56	YES	10.00%	9	50.00	YES	52.42%	0.8	0.4
EEO GRP 2: PROFESSIONAL	40	3	7.50	YES	10.00%	23	57.50	NO	52.42%	1.0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	9	0	0	YES	10.00%	5	55.56	NO	52.42%	0.9	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	69	4	5.80			39	56.52				

KY Infrastructure Authority

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	10	1	10.00	NO	10.00%	5	50.00	YES	52.42%	0	0.2
EEO GRP 5: PARA PROFESSIONALS	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
TOTAL	14	1	7.14			7	50.00				

Military Affairs Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

Office of the Attorney General

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	47	4	8.51	YES	10.00%	18	38.3	YES	52.42%	0.7	6.6
EEO GRP 2: PROFESSIONAL	158	14	8.86	YES	10.00%	79	50.00	YES	52.42%	1.8	3.8
EEO GRP 3: TECHNICIANS	4	0	0	YES	10.00%	2	50.00	YES	52.42%	0.4	0.1
EEO GRP 5: PARA PROFESSIONAL	3	0	0	YES	10.00%	3	100.00	NO	52.42%	0.3	0
EEO GRP 6: OFFICE & CLERICAL	11	0	0	YES	10.00%	11	100.00	NO	52.42%	1.1	0
EEO GRP 7: CRAFTSMEN	4	0	0	YES	10.00%	4	100.00	NO	52.42%	0.4	0
TOTAL	227	18	7.93			117	51.54				

Office of the Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	9	1	11.11	NO	10.00%	3	33.33	YES	52.42%	0	1.7
EEO GRP 2: PROFESSIONAL	32	2	6.25	YES	10.00%	26	81.25	NO	52.42%	1.2	0
EEO GRP 3: TECHNICIANS	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0
TOTAL	47	3	6.38			34	72.34				

The Office of Homeland Security

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.0	0
EEO GRP 2: PROFESSIONAL	4	0	0	YES	10.00 %	2	50.00	NO	52.42%	0.0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.0	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00 %	2	100.00	NO	52.42%	0.0	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00 %	1	100.00	NO	52.42%	0.0	0
TOTAL	12	0	0			9	75.00				

Office of the Lieutenant Governor

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
TOTAL	1	0	0			0	0.00				

Office of State Budget Director

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	1	25.00	YES	52.42%	0.4	1.1
EEO GRP 2: PROFESSIONAL	25	2	8.00	YES	10.00%	13	52.00	YES	52.42%	0.5	0.1
EEO GRP 3: TECHNICIANS	3	0	0	YES	10.00%	2	66.67	NO	52.42%	0.3	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	34	2	5.88			18	52.94				

Personnel Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0.0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1.	0.5
TOTAL	6	0	0			3	50.00				

Real Estate Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	4	0	0	YES	10.00%	3	75	NO	52.42%	0.4	0
EEO GRP 2: PROFESSIONAL	5	2	40.00	NO	10.00%	5	100.00	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	1	100.00	NO	10.00%	1	100.00	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	13	3	23.08			12	92.31				

Real Estate Appraisers Board

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

Registry of Election Finance

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	5	0	0	YES	10.00%	3	60.00	NO	52.42%	0.5	0
EEO GRP 2: PROFESSIONAL	7	0	0	YES	10.00%	4	57.14	NO	52.42%	0.7	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	3	0	0	YES	10.00%	3	100.00	NO	52.42%	0.3	0
TOTAL	16	0	0			11	68.75				

School Facilities Construction Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	3	0	0			2	66.67				

Secretary of the Cabinet

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 2: PROFESSIONAL	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
TOTAL	2	0	0								

Secretary of State

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	5	0	0	YES	10.00%	3	60.00	NO	52.42%	0.5	0
EEO GRP 2: PROFESSIONAL	26	2	7.69	YES	10.00%	19	73.08	NO	52.42%	0.6	0
EEO GRP 3: TECHNICIANS	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0
EEO GRP 6: OFFICE & CLERICAL	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	37	2	5.41			27	72.97				

State Treasurer

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	9	1	11.11	NO	10.00%	6	66.67	NO	52.42%	0	0
EEO GRP 2: PROFESSIONAL	19	1	5.26	YES	10.00%	13	68.42	NO	52.42%	0.9	0
EEO GRP 3: TECHNICIANS	2	0	0.00	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
EEO GRP 7: CRAFTSMEN	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
TOTAL	33	2	6.06			23	69.70				

Unified Prosecutorial System

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	6	0	0	YES	10.00%	3	50.00	YES	52.42%	0.6	0.1
EEO GRP 2: PROFESSIONAL	395	13	3.29	YES	10.00%	150	37.97	YES	52.42%	26.5	57.1
EEO GRP 4: PROTECT SERV WRKR	31	0	0	YES	10.00%	12	38.71	YES	52.42%	3.1	4.3
EEO GRP 6: OFFICE & CLERICAL	173	6	3.47	YES	10.00%	165	95.38	NO	52.42%	11.3	0
TOTAL	605	19	3.14			330	54.55				

Justice & Public Safety Cabinet Analysis

Justice & Public Safety Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased from 8.21 to 8.26 percent. The minority hiring goal established on July 1, 2004, is 10 percent. Minority utilization for the Justice and Public Safety Cabinet increased by .05 percent.⁷

Employment goals were met in the EEO category of para professionals. The areas for opportunity include the following categories: administrators, professionals, technicians, protective service workers, office and clerical workers, service maintenance and craftsmen.

Justice & Public Safety Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 36.09 to 35.95 percent.⁸ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization in the Justice and Public Safety Cabinet decreased by 0.14 percent.⁸

The Justice & Public Safety Cabinet experienced a slight decrease in the percentage of female utilization in the areas of para professional and office and clerical workers, with a slight increase in the area of administration, professional, technical, protective service, craftsman, and service maintenance. Employment goals were met in the EEO categories of technicians and office and clerical workers. The areas for opportunity include the following categories: para professionals, administrators, professionals, protective service workers, service maintenance and craftsmen.

⁷ Minority hires increased from 654 to 658.

⁸ Female hires decreased from 2,874 to 2,864

Justice & Public Safety Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	445	35	7.87	YES	10.00%	178	40.00	YES	52.42%	9.5	55.3
EEO GRP 2: PROFESSIONALS	3,381	312	9.23	YES	10.00%	1,524	45.08	YES	52.42%	26.1	248.3
EEO GRP 3: TECHNICIANS	224	12	5.36	YES	10.00%	127	56.70	NO	52.42%	10.4	0.0
EEO GRP 4: PROTECT SERV WRKR	2,918	239	8.19	YES	10.00%	497	17.03	YES	52.42%	52.8	1032.6
EEO GRP 5: PARA PROFESSIONAL	156	31	19.87	NO	10.00%	68	43.59	YES	52.42%	0	13.8
EEO GRP 6: OFFICE & CLERICAL	562	19	3.38	YES	10.00%	405	72.06	NO	52.42%	37.2	0
EEO GRP 7: CRAFTSMEN	216	7	3.24	YES	10.00%	47	21.76	YES	52.42%	14.6	66.2
EEO GRP 8: SERVICE MAINTENANCE	65	3	4.62	YES	10.00%	18	27.69	YES	52.42%	3.5	16.1
TOTAL	7,967	658	8.26			2,864	35.95				

Transportation Cabinet Analysis

Transportation Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of Minorities employed during the reporting period decreased from 7.44 to 7.34 percent.⁹ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Transportation Cabinet decreased by 0.10 percent.⁹

Employment goals were met in the EEO category of office and clerical. Areas for opportunity include the following EEO categories: service maintenance, administrators, professionals, technicians, protective service workers, office and clerical workers, craftsmen, and para professionals.

Transportation Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period increased from 19.62 to 19.66 percent.¹⁰ The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Transportation Cabinet increased by 0.04 percent.¹⁰

Areas for opportunity include the following EEO categories: para professionals, service maintenance, administrators, professionals, technicians, protective service workers, and craftsmen.

⁹Minority hires remained the same.

¹⁰Female hires increased from 926 to 940

Transportation Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDE R UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	349	13	3.72	YES	10.00%	79	22.64	YES	52.42%	21.9	103.9
EEO GRP 2: PROFESSIONAL	1,677	147	8.77	YES	10.00%	579	34.53	YES	52.42%	20.7	300.1
EEO GRP 3: TECHNICIANS	347	14	4.03	YES	10.00%	65	18.73	YES	52.42%	20.7	116.9
EEO GRP 4: PROTECT SERV WRKR	6	0	0	YES	10.00%	1	16.67	YES	52.42%	0.6	2.1
EEP GRP 5: PARA PROFESSIONAL	89	8	8.99	YES	10.00%	27	30.34	YES	52.42%	0.9	19.7
EEO GRP 6: OFFICE & CLERICAL	161	22	13.66	NO	10.00%	92	57.14	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	1,694	115	6.79	YES	10.00%	39	2.30	YES	52.42%	54.4	849.0
EEO GRP 8: SERVICE MAINTENANCE	459	32	6.97	YES	10.00%	58	12.64	YES	52.42%	13.9	182.6
TOTAL	4,782	351	7.34			940	19.66				

Economic Development Cabinet Analysis

Economic Development Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period decreased from 10.09 to 9.82 percent.¹¹ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Economic Development cabinet decreased by 0.27 percent.¹¹

Employment goals were met in the EEO categories of professionals and service maintenance. The areas for opportunity include the following categories: administrators, office and clerical workers, craftsmen, and technicians.

Economic Development Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period increased from 54.13 to 56.25 percent.¹² The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization for the Economic Development Cabinet increased by 2.12 percent.¹²

Employment goals were met in the EEO categories of: professionals, para professionals, office and clerical workers and craftsmen. The areas for opportunity include the following categories: administrators, technicians and service maintenance.

¹¹ Minority hires remained the same.

¹² Female hires increased from 59 to 63.

Economic Development Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	43	3	6.98	YES	10.00%	15	34.88	YES	52.42%	1.3	7.5
EEO GRP 2: PROFESSIONAL	55	7	12.73	NO	10.00%	36	65.45	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 5:	1	0	0	YES	10.00%	1	100.00	NO	52.42%	0.1	0
EEO GRP 6: OFFICE & CLERICAL	8	0	0	YES	10.00%	8	100	NO	52.42%	0.1	0
EEO GRP 7: CRAFTSMEN	3	0	0	YES	10.00%	3	100	NO	52.42%	0.3	0
EEO GRP 8: SERVICE MAINTENANCE	1	1	100	NO	10.00%	0	0	YES	52.42%	0	0.5
TOTAL	112	11	9.82			63	56.25				

Finance & Administration Cabinet Analysis

Finance & Administration Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased from 8.30 to 8.54 percent.¹³ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Finance Cabinet increased by 0.24 percent, a steady progression toward the long-term goal for minority utilization.¹³

Employment goals were met in the EEO categories of service maintenance, office and clerical, and technicians. The areas for opportunity include the following categories: administrators, professionals, para professionals, and craftsmen.

Finance & Administration Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 48.53 to 48.43 percent.¹⁴ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization in the Finance Cabinet decreased by 0.10 percent.¹⁴

Employment goals were met in the EEO categories: professionals, para professionals, and office and clerical workers. The areas for opportunity include the following categories: administrators, technicians, service maintenance and craftsmen.

¹³ Minority hires increased from 164 to 169.

¹⁴ Female hires decreased from 959 to 958.

Finance & Administration Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	351	24	6.84	YES	10.00%	128	36.47	YES	52.42%	11.1	56.0
EEO GRP 2: PROFESSIONAL	1,067	88	8.25	YES	10.00%	618	57.92	NO	52.42%	18.7	0
EEO GRP 3: TECHNICIANS	228	27	11.84	NO	10.00%	90	39.47	YES	52.42%	0	29.5
EEO GRP 5: PARA PROFESSIONAL	40	0	0.00	YES	10.00%	25	62.50	NO	52.42%	4.0	0
EEO GRP 6: OFFICE & CLERICAL	108	13	12.04	NO	10.00%	71	65.74	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	128	4	3.13	YES	10.00%	7	5.47	YES	52.42%	8.8	60.1
EEO GRP 8: SERVICE MAINTENANCE	56	13	23.21	NO	10.00%	19	33.93	YES	52.42%	0	10.4
TOTAL	1,978	169	8.54			958	48.43				

Commerce Cabinet Analysis

Commerce Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased to 6.79 from 6.48 percent.¹⁵ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Commerce Cabinet increased by 0.31 percent.

Employment goals were met in the EEO category of service maintenance. The areas for opportunity include the following categories: administrators, professionals, technicians, protective service workers, office and clerical workers, para professionals and craftsmen.

Commerce Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period increased from 39.56 to 39.80 percent.¹⁶ The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Commerce Cabinet increased by 0.24 percent.¹⁶

Employment goals were met in the EEO categories of office and clerical workers and professionals. Areas for opportunity include the following categories: administrators, service maintenance, technicians, protective service workers, para professionals and craftsmen.

¹⁵ Minority hires increased from 140 to 146.

¹⁶ Female hires increased from 854 to 856.

Commerce Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	222	16	7.21	YES	10.00%	71	31.98	YES	52.42%	6.2	45.4
EEO GRP 2: PROFESSIONALS	443	21	4.74	YES	10.00%	257	58.01	NO	52.42%	23.3	0
EEO GRP 3: TECHNICIANS	66	4	6.06	YES	10.00%	18	27.27	YES	52.42%	2.6	16.6
EEO GRP 4: PROTECT SERV WRKR	225	7	3.11	YES	10.00%	7	3.11	YES	52.42%	15.5	110.9
EEO GRP 5: PARA PROFESSIONAL	134	4	2.99	YES	10.00%	54	40.30	YES	52.42%	9.4	16.2
EEO GRP 6: OFFICE & CLERICAL	174	7	4.02	YES	10.00%	128	73.56	NO	52.42%	10.4	0
EEO GRP 7: CRAFTSMEN	257	12	4.67	YES	10.00%	23	8.95	YES	52.42%	13.7	111.7
EEO GRP 8: SERVICE MAINTENANCE	630	75	11.90	NO	10.00%	298	47.30	YES	52.42%	0	32.2
TOTAL	2,151	146	6.79			856	39.80				

Education Cabinet Analysis

Education Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased from 7.74 to 8.21 percent.¹⁷ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Education Cabinet decreased by 0.47 percent.¹⁷

Employment goals were met in the following EEO categories: administrators, protective service workers, para professionals, technicians, and service maintenance. The areas for opportunity include the following categories: professionals, office and clerical workers and craftsmen.

Education Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 61.28 to 61.20 percent.¹⁸ The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Education Cabinet decreased by 0.08 percent.¹⁸

Employment goals were met in the following EEO categories: administrators, professionals, para professionals, office and clerical workers. The areas for opportunity include the following categories: protective service workers, technicians, service maintenance and craftsmen.

¹⁷ Minority hires increased from 223 to 236.

¹⁸ Female hires decreased from 1765 to 1760

Education Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	408	53	12.99	NO	10.00%	243	59.56	NO	52.42%	0	0
EEO GRP 2: PROFESSIONAL	1,969	132	6.70	YES	10.00%	1,231	62.52	NO	52.42%	64.9	0
EEO GRP 3: TECHNICIANS	119	13	10.92	NO	10.00%	40	33.61	YES	52.42%	0	22.4
EEO GRP 4: PROTECT SERV WRKR	7	1	14.29	NO	10.00%	1	14.29	YES	52.42%	0	2.7
EEO GRP 5: PARA PROFESSIONAL	81	11	13.58	NO	10.00%	60	74.07	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	171	10	5.85	YES	10.00%	156	91.23	NO	52.42%	7.1	0
EEO GRP 7: CRAFTSMEN	23	1	4.35	YES	10.00%	2	8.70	YES	52.42%	1.3	10.1
EEO GRP 8: SERVICE MAINTENANCE	97	15	15.46	NO	10.00%	26	26.80	YES	52.42%	0	24.8
EEO GRP 9: OTHER	1	0	0	NO	10.00%	1	100.00	NO	52.42%	0	0
TOTAL	2,876	236	8.21			1,760	61.20				

Environmental & Public Protection Cabinet Analysis

Environmental & Public Protection Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased from 5.86 to 6.02 percent.¹⁹ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Environmental & Public Protection Cabinet increased by 0.16 percent, a steady progression toward the long-term goal for minority utilization.¹⁹

Employment goals were met in the EEO category of para professional and service maintenance. The areas for opportunity include the following categories: administrators, professionals, technicians, office and clerical workers, craftsmen and protective service workers.

Environmental & Public Protection Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 40.75 to 40.66 percent.²⁰ The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization in the Environmental & Public Protection Cabinet decreased by 0.09 percent.²⁰

Employment goals were met in the following EEO categories: para professionals and office and clerical workers. Areas for opportunity include the following categories: administrators, professionals, technicians, protective service workers, service maintenance and craftsmen.

¹⁹ Minority hires increased from 168 to 172.

²⁰ Female hires decreased from 1,169 to 1,162

Environmental & Public Protection Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	449	13	2.90	YES	10.00%	146	32.52	YES	52.42%	31.9	89.4
EEO GRP 2: PROFESSIONAL	1,867	123	6.59	YES	10.00%	808	43.28	YES	52.42%	63.7	170.7
EEO GRP 3: TECHNICIANS	336	22	6.55	YES	10.00%	68	20.24	YES	52.42%	11.6	108.1
EEO GRP 4: PROTECT SERV WRKR	12	1	8.33	YES	10.00%	3	25.00	YES	52.42%	0.2	3.3
EEO GRP 5: PARA PROFESSIONAL	30	4	13.33	NO	10.00%	26	86.67	NO	52.42%	0.0	0
EEO GRP 6: OFFICE & CLERICAL	106	6	5.66	YES	10.00%	100	94.34	NO	52.42%	4.6	0
EEO GRP 7: CRAFTSMEN	42	1	2.38	YES	10.00%	8	19.05	YES	52.42%	3.2	14.0
EEO GRP 8: SERVICE MAINTENANCE	16	2	12.50	NO	10.00%	3	18.75	YES	52.42%	0	5.4
TOTAL	2,858	172	6.02			1,162	40.66				

Health & Family Services Cabinet Analysis

Health & Family Services Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period increased from 13.72 to 14.04 percent.²¹ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization for the Health & Family Services increased by 0.32 percent, a continual progression beyond the long-term goal for minority utilization.²¹

Employment goals were met in the following EEO categories: professionals, technicians, protective services workers, office and clerical workers, craftsmen, para professionals, and service maintenance. The area for opportunity includes the following category: administrators.

Health & Family Services Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 79.84 to 79.58 percent.²² The female hiring goal established on July 1, 2004 is 52.42 percent. Female utilization for the Health & Family Services Cabinet decreased by 0.26 percent.²²

Employment goals were met in the following EEO categories: para professionals, officials and administrators, professionals, technicians, office and clerical workers and service maintenance. The areas for opportunity include the following categories: craftsmen and protective services workers.

²¹ Minority hires increased from 1,041 to 1,088.

²² Female hires increased from 6,060 to 6,168

Health & Family Services Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	452	37	8.19	YES	10.00%	279	61.73	NO	52.42%	8.2	0
EEO GRP 2: PROFESSIONAL	4,608	562	12.20	NO	10.00%	3,689	80.06	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	181	24	13.26	NO	10.00%	109	60.22	NO	52.42	0	0
EEO GRP 4: PROTECT SERV WRKR	92	22	23.91	NO	10.00%	34	36.96	YES	52.42%	0	14.2
EEO GRP 5: PARA PROFESSIONAL	1,486	267	17.97	NO	10.00%	1,275	85.80	NO	52.42%	0	0
EEO GRP 6: OFFICE & CLERICAL	663	74	11.16	NO	10.00%	635	95.78	NO	52.42%	0	0
EEO GRP 7: CRAFTSMEN	44	10	22.73	NO	10.00%	7	15.91	YES	52.42%	0	16.1
EEO GRP 8: SERVICE MAINTENANCE	225	92	40.89	NO	10.00%	140	62.22	NO	52.42%	0	0
TOTAL	7,751	1,088	14.04			6,168	79.58				

Personnel Cabinet Analysis

Personnel Cabinet Minority Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of minorities employed during the reporting period remained the same at 12.11 percent.²³ The minority hiring goal established on July 1, 2004 is 10 percent. Minority utilization in the Personnel Cabinet continues to exceed the established goal for minority utilization.²³

Employment goals were met in the following EEO categories: administrators, technicians, professionals and office and clerical workers. The area for opportunity includes the following category: para professionals.

Personnel Cabinet Female Utilization Data

The data contained in this report reflects employment statistics from January 1, 2007 through June 30, 2007. The overall percentage of females employed during the reporting period decreased from 76.23 to 74.89 percent.²⁴ The female hiring goal established on July 1, 2004, is 52.42 percent. Female utilization for the Personnel Cabinet decreased by 1.34 percent.²⁴

Employment goals were met in all EEO categories which consist of: para professionals, administrators, professionals, technicians and office and clerical workers.

²³ Minority hires remains at 27.

²⁴ Female hires decreased from 170 to 167.

Personnel Cabinet Utilization Table

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ % GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	37	5	13.51	NO	10.00%	20	54.05	NO	52.42%	0	0
EEO GRP 2: PROFESSIONALS	154	18	11.69	NO	10.00%	119	77.27	NO	52.42%	0	0
EEO GRP 3: TECHNICIANS	15	2	13.33	NO	10.00%	11	73.33	NO	52.42%	0.3	0
EEO GRP 5: PARA PROFESSIONAL	6	0	0	YES	10.00%	6	100.00	NO	52.42%	0.6	0
EEO GRP 6: OFFICE & CLERICAL	11	2	18.18	NO	10.00%	11	100.00	NO	52.42%	0	0
TOTAL	223	27	12.11			167	74.89				

Legislative Branch Analysis

Legislative Branch Minority Utilization Data

The Legislative Branch had a decrease in minority utilization from 4.39 percent to 3.98 percent. The minority hiring goal established on July 1, 2004, is 10 percent. Areas for opportunity include the following categories: administrators, professionals, technicians, craftsmen, and office and clerical workers.

The General Assembly has areas for opportunity in minority hiring in the following categories: technicians, administrators, professionals, office and clerical.

The Legislative Research Commission had a decline in minority utilization to 4.17 percent from 4.59 percent. The goal established on July 1, 2004 is 10 percent. The areas of opportunity include: administrators, professionals, technicians, office and clerical workers and craftsman.

Legislative Branch Female Utilization Data

The Legislative Branch had an increase in female utilization resulting in achieving the established goal for female utilization. The goal established on July 1, 2004 is 52.42 percent. Currently the legislative branch has 52.65 percent utilization in female employment. Areas for opportunity include the following categories: professionals and craftsman.

The General Assembly maintained 60 percent utilization in female employment. The General Assembly has achieved the established goal for female employment however, there is still opportunity in the areas of administrators and professionals.

The Legislative Research Commission had a slight increase to 52.31 percent utilization in female employment, causing the Legislative Research Commission to be within 0.11 percent of reaching the established goal. The goal established on July 1, 2004 is 52.42 percent. The areas of opportunity includes: technicians, professionals, and craftsman.

Legislative Branch Utilization Tables

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	32	1	3.13	YES	10.00%	17	53.13	NO	52.42%	2.2	0
EEO GRP 2: PROFESSIONAL	66	3	4.55	YES	10.00%	32	48.48	YES	52.42%	3.6	2.6
EEO GRP 3: TECHNICIANS	110	5	4.55	YES	10.00%	58	52.73	YES	52.42	6.0	0
EEO GRP 6: OFFICE & CLERICAL	14	0	0	YES	10.00%	10	71.43	NO	52.42%	1.4	0
EEO GRP 7: CRAFTSMAN	1	0	0	YES	10.00%	0	0.00	YES	52.42%	0.1	0.5
EEO GRP 9: OTHER	3	0	0	NO	10.00%	2	66.67	NO	52.42%	0	0
TOTAL	226	9	3.98			119	52.65				

*The Legislative Branch includes the following departments: Legislative Research Commission and the General Assembly.

Legislative Research Commission

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	30	1	3.33	YES	10.00%	17	56.67	NO	52.42%	2.0	0
EEO GRP 2: PROFESSIONALS	64	3	4.69	YES	10.00%	31	48.44	YES	52.42%	3.4	2.5
EEO GRP 3: TECHNICIANS	106	5	4.72	YES	10.00%	55	51.89	YES	52.42%	5.6	0.6
EEO GRP 6: OFFICE & CLERICAL	12	0	0	YES	10.00%	8	66.67	NO	52.42%	1.2	0
EEO GRP 7: CRAFTSMAN	1	0	0	YES	10.00%	0	0	YES	52.42%	0.1	0.5
EEO GRP 9: OTHER	3	0	0	NO	10.00%	2	66.67	NO	52.42%	0	0
TOTAL	216	9	4.17			113	52.31				

General Assembly

JOB CATEGORY	TOT EMPS	MIN	% MIN	UNDER UTIL	PROJ% GOAL	FEMALE EMPS	% FEMALE	UNDER UTIL	PROJ % GOAL	# MIN NEEDED	# FEMALE NEEDED
EEO GRP 1: OFFICIALS & ADMIN	2	0	0	YES	10.00%	0	0	YES	52.42%	0.2	1.0
EEO GRP 2: PROFESSIONALS	2	0	0	YES	10.00%	1	50.00	YES	52.42%	0.2	0
EEO GRP 3: TECHNICIANS	4	0	0	YES	10.00%	3	75.00	NO	52.42%	0.4	0
EEO GRP 6: OFFICE & CLERICAL	2	0	0	YES	10.00%	2	100.00	NO	52.42%	0.2	0
TOTAL	10	0	0			6	60.00				

Utilization Trend Analysis

Female Utilization Trend Analysis

The trend analysis for females in the past 10 years represents a slow steady progression. In 1996, there was 48.26 percent utilization in female employment (Figure 8). As of June 30, 2007, there was 49.60 percent utilization in female employment. The goal established in July 1, 2004 was 52.42 percent. This trend reflects a 1.34 percent increase in female employment utilization. The slow but steady progression in female employment utilization is affected by traditional factors which affect overall employment status, which relates to normal attrition in employment.

Minority Utilization Trend Analysis

The trend analysis for the minorities in the past 10 years represents a steady progression. In 1996, there was 7.15 percent utilization in minority employment (Figure 9). As of June 30, 2007 there was 9.08 percent minority employment utilization. The goal established in July 1, 2004 was 10 percent. The trend reflects a 1.93 increase in minority employment utilization. The steady progression in minorities' employment utilization is affected by traditional factors which affect overall employment status, which relates to normal attrition in employment as well as increased recruitment efforts.

Figure 8: Female Utilization Trend

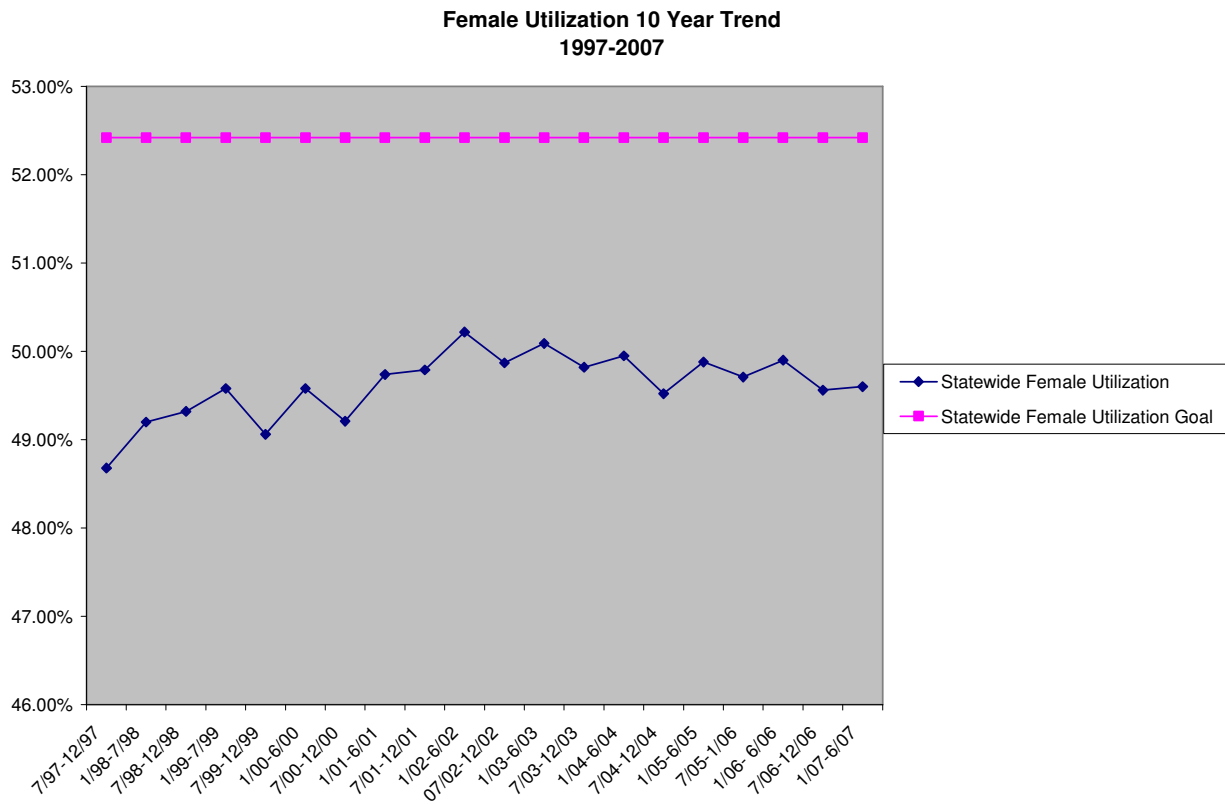
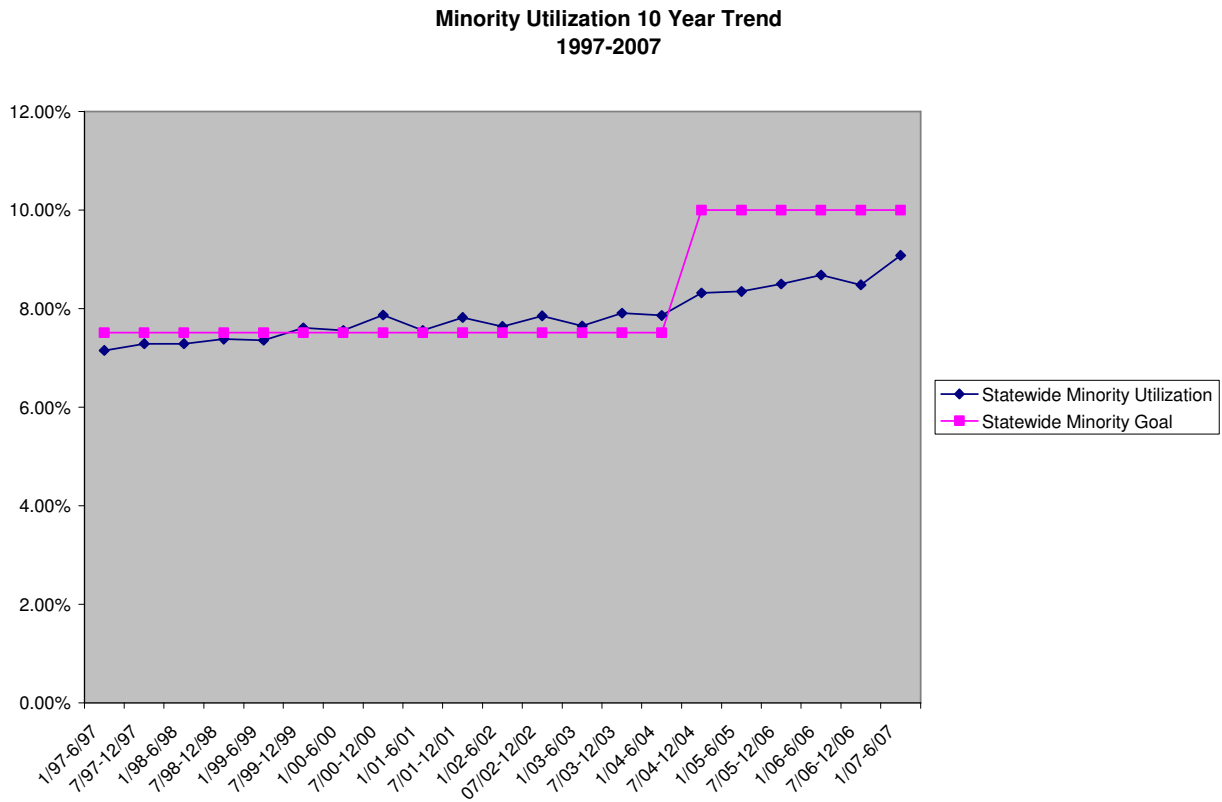


Figure 9: Ten Year Minority Utilization Trend



Appendix A

EEO Categories

Officials and Administrators: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on regional, district or area basis. Includes: Department heads, directors, assistant directors, branch managers, environmental health program administrators, controllers, examiners, wardens, network engineers, resort park managers, police and fire chiefs, inspections and kindred workers.

Professionals: Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge. Includes: Personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dieticians, lawyers, systems analysts, accountants, engineers, employment and vocational rehabilitation counselors, correctional captains, health policy assistants and other kindred workers.

Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post secondary school education or through equivalent on the job training. Includes: Computer programmers and operators, draftsmen, surveyors, licensed practical nurses, photographers, radio operators, mine inspectors, programmers, systems engineer IT, highway technicians, technicians (medical, dental, electronic, physical sciences), administrative specialist I, inspectors and kindred workers.

Protective Service Workers: Occupations in which workers are entrusted with public safety, security and protection from destructive forces. Includes: Correctional officers, fire fighters, KVE inspector, facilities security officers, state park rangers, detectives, Occupational Safety and Health Administration, (OSHA), safety consultants, hazardous device investigators, wildlife and boating law enforcement officers and kindred workers.

Para Professionals: Occupations in which workers perform some of the duties of a professional or technician in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "new careers" concept. Includes: Administrative assistants, family support specialists, laboratory aids, revenue examiners, medical aids, child support workers, youth workers, museum guides, house parents, fish and wildlife technicians and kindred workers.

Office and Clerical: Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paper work required in an office. Includes: Administrative secretaries, bookkeepers, messengers, office machine operators, clerk-typists, stenographers, data entry operators, communication dispatchers, office managers, postal technicians, rehabilitation care aids, offender information specialists and kindred workers.

Craft Workers (Skilled): Manual workers of relatively high level (precision production and repair) having a full and comprehensive knowledge of the process involved in their work. Exercise considerable independent judgment and usually received an extensive period of training. Includes: mechanics and repairmen, electricians, heavy equipment operators, highway superintendents, carpenters, HVAC inspectors, locksmiths, correctional farm managers, fisheries biologists and kindred workers.

Service/Maintenance: Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property. Workers in this group may operate machinery. Includes: Cooks, equine workers, elevator inspectors, highway equipment operators, janitors, laborers, laundry workers, park workers, patient aides, stores workers, veterans cemetery caretakers and kindred workers.